

## President's Diversity and Inclusion Advisory Council (DIAC)

### DEI Definitions

**Diversity** is the presence and acknowledgement of differences that includes a spectrum of intersecting identities such as race, ethnicity, socio-economic status, gender/gender identity and expression, sexual orientation, country of origin, language, ability, veteran status, religious affiliations, and life experiences. Diversity in higher education acknowledges that some populations have been—and remain—underrepresented.

**Equity** includes a commitment to restorative practices that promote equitable treatment, access, opportunity, and advancement among historically marginalized groups and individuals. Such restorative practices include identifying and eliminating barriers that prevent historically underrepresented and underserved groups from having access to resources, information, and social influence. Equity goes beyond acknowledging diversity, and advocates for justice regarding historically unbalanced conditions.

**Inclusion** recognizes diversity, advocates for a commitment to equity, and works to create an infrastructure that work to ensure shared power, opportunities, and resources. Inclusive practice involves carving and sustaining pathways to ensure traditionally excluded individuals and/or groups have agency in decision making and are viewed as valuable and necessary for the organization to thrive.

**Access** refers to the identification and removal of visible or invisible barriers within institutions such as higher education, while providing inclusive opportunities for individuals to fully participate in society.